

InGRID project final conference

Data gaps in European comparative working conditions research

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Inclusive growth challenges

- Major challenges for organisations, employees and society
 - Globalisation
 - Digitalisation
 - Ageing/migration
- Generate processes of adaptation and selection
 - Implications on productivity, labour market participation, workers' well-being
 - Economic crisis as the accelerator
- Growing (economic) recognition of inequalities problem

European policy challenges

- Lisbon strategy: combined economic and social goals
- <Renewed> in EU2020-strategy
 - Focus on skills, employment quality and inclusiveness
 - New debate on job quality indicators
 - OSHA 2014-2020 strategy:
 - New and emerging risks
 - Integration in policy domains
 - Tripartism as a key element of the European Social Model

Need for ‘common ground’

- International comparisons of workers’ experiences, workplace practices, employers’ policies and national institutions
 - Key for policy learning and transnational transfer and mutual learning across firms and countries
- Data (and indicators) across countries and time
 - “Comparability is ensured when concepts and definitions follow internationally agreed **standards** and the surveys/instruments from which data are collected are based on a **harmonised** questionnaire and similar implementation design.” (OECD job quality study 2015)

Inventory/assessment activities by InGRID

Partners:

- HIVA-KU Leuven (BE)
- Centre d'études de l'emploi et du travail (CEET-CNAM, France)

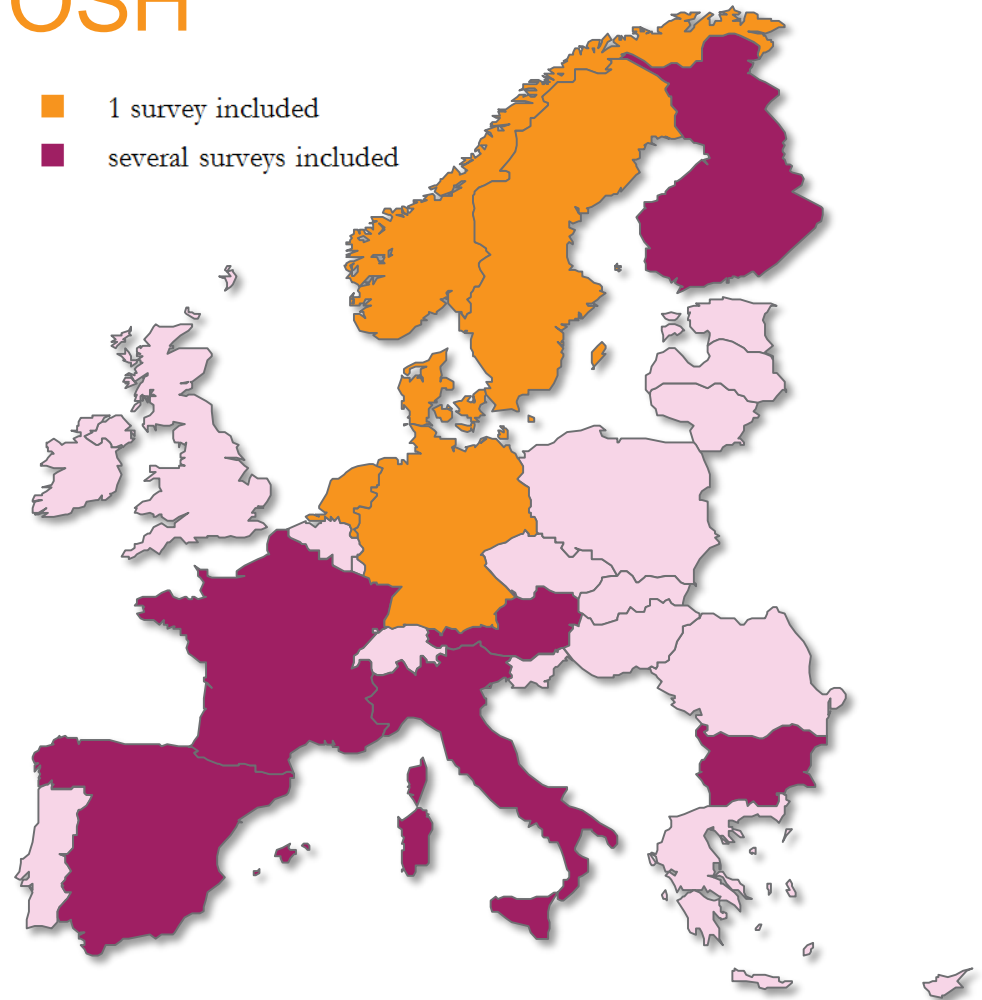
1. Inventory of national working conditions surveys (HIVA)
2. Assessment of EWCS (HIVA)
3. Inventory of linked employer-employee surveys (CEE)
4. Inventory of comparative policy- indicators and databases (CEE-HIVA)

INVENTORY OF NATIONAL WORKING CONDITIONS AND OCCUPATIONAL SAFETY AND HEALTH SURVEYS

LISE SZEKER & GUY VAN GYES

17 surveys on WC & OSH

- 1 survey included
- several surveys included



Austrian Occupational health monitor
Austrian Work Climate Index
National Working Conditions Survey in Bulgaria
Working Environment and Health in Denmark <i>Previously: Danish Employee Study and later the Danish Work Environment Cohort Study</i>
Finnish National Work and health survey
Finnish Quality of work life surveys
Finnish Working Life Barometer
The Medical Monitoring Survey of Professional Risks (FR)
L'enquête Conditions de travail (FR)
Germany BIBB/BAuA Survey <i>Previously BIBB/IAB Survey</i>
PLUS - Participation, labour, unemployment survey (IT)
Quality of work survey (IT)
Netherlands working conditions survey, <i>including the NEA-cohort study</i>
Level of Living Survey, Working Conditions (NO)
National Survey on Working Conditions (ES)
Quality of working life survey (ES)
Swedish Longitudinal occupational survey of Health <i>Previously: Swedish work environment surveys</i>

Some concerns

- Systematic, robust and continued surveys are scarce in Europe
- Limited possibilities for comparative analysis due to huge varieties and often poor documentation
- Scarcity of systematic data on WC and OSH is likely to continue or even to get worse (some discontinued or limited prospects for follow-up)

EVALUATION OF THE EWCS 2010 AND THE MEASUREMENT OF JOB QUALITY WITH THE TOTAL SURVEY ERROR APPROACH

ANINA VERCRUYSEN & GUY VAN GYES

EWCS: goals spot on!

- Assess and quantify working conditions of employees and the self-employed across Europe on a harmonised basis.
- Identify groups at risk and issues of concern and progress.
- Monitor trends by providing homogeneous indicators on these issues.
- Contribute to European policy development in particular on quality of work and employment issues.

EWCS assessment

THE MOST COMPLETE SOURCE OF INFORMATION ABOUT JOB QUALITY IN EUROPE!

- Not backed by legal statistical framework (cf. Eurostat) and limited funds
- Points of attention
 - Sample sizes at sub-country level
 - Longitudinal, but no cohort
 - Use of random walk – what about remote areas?
- Suggestions of improvement
 - More cognitive pre-testing and documentation of field work
 - More transparency about the decisions for in/exclusion of variables
 - Experimenting with auxiliary data from other sources to enrich the database

INVENTORY OF LINKED EMPLOYER- EMPLOYEE SURVEYS ON WORKING CONDITIONS AND OCCUPATIONAL HEALTH AND SAFETY ISSUES

GREENAN, N. & SEGHIR, M. (CEE)

Definition of linked surveys

- Linked employer-employee surveys
 - Surveys where the employer is sampled first while the employee is sampled in a second stage
 - Advantages: simpler, possibility of longitudinal survey, relevant to explore organisational changes
 - Drawbacks: bias in the employee selection

Definition of linked surveys

- Linked employee-employer surveys
 - Surveys where the employee is sampled first while the employer is sampled in a second stage
 - Advantages: good quality of household databases, broad coverage of employees
 - Drawbacks: representativeness of the employer sample, difficulties in following up the employers over time

Linked surveys: examples

Linked employer/employee survey	Abbreviation	Country	Time frequency
The Organisational Change and Computerisation use survey	COI	FR	2 editions
The European Union Structure of Earnings Survey	ESES	EU	Every 4 years
Linked Employer-Employee Data from the IAB	LIAB	DE	2 editions
Survey on Professional Relationships and business negotiations	REPONSE	FR	Every 6years
Workplace Employee Relations survey	WERS	UK	3 editions
The Finnish MEADOW Survey	FMS	FI	1 edition
British Skills Survey/Employer Perspectives Survey	BSS/EPS	UK	1 edition
Danish MEADOW survey	DMS	DK	1 edition
Technology use at Work and Innovative work practices	TWAIN	LU	1 edition

Main conclusions

- Concept not widespread \gg richest source
- Only one survey at European level, but with limited scope (Structure of Earnings)
- Half of them only carried out once \rightarrow not possible to grasp change dynamics

INVENTORY OF WORKING CONDITIONS AND OCCUPATIONAL SAFETY AND HEALTH POLICY DATA BASES

INE SMITS, GUY VAN GYES (HIVA-KU
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Content of the inventory

- 16 databases and more
- 5 European company surveys (ECS, CIS, Cedefop, CVTS, ESENER)
- Basic information & assessment
 - Coverage (topics from the state-of-the-art job quality concepts and model)
 - Completeness
 - Accessibility
 - Punctuality
 - User friendliness

Main conclusions

- Policy indicator databases are largely in their infancy
- Mainly available:
 - Legal textual databases (ILO)
 - Process indicators on collective bargaining (ICTWSS-AIAS)
 - **Company surveys of European agencies!**
 - CVTS (Eurostat)
 - ESENER from OSHA-Bilbao
 - European Company Survey from Eurofound
 - European employer survey on skills need (Cedefop)
 - A lot of qualitative comparative reports by the same agencies and ILO

General conclusion

- Idealtype
 - Linked employer-employee data
 - Longitudinal, cohort, large samples
 - Comparative policy indicator databases
 - Bringing these types of data together in simulation environment
- Current reality
 - ‘Worrying’ Patchwork of data sources
 - No harmonisation, no comparability between countries and over time
 - Constant struggle for recurrence and continuity
 - Majority of EU Member States (beyond NW-Europe): no data at all
 - Basic strongholds/starting points exist

General conclusion

- Urgent need for initiative on ‘modernisation of European working conditions data’
 - Promising collaboration between agencies
 - Exploration of new types of auxiliary data (less costs-consuming)
 - Harmonisation of variables
- Who will take up the challenge?